

SECTION J - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACHMENTS

ATTACHMENT 6 - WAGE DETERMINATIONS

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1999-0428
Revision No.: 1
Date of Last Revision: 05/24/2000

State: Ohio

Area: Ohio County of Hamilton

Employed on U.S. Department of Energy contracts for administration services.

Collective Bargaining Agreement between Fluor Daniel Fernald, Inc. and International Guards Union of America, Local No. 14 effective July 23, 1998 through July 22, 2003.

Collective Bargaining Agreement between Fluor Daniel Fernald, Inc. and Fernald Atomic Trades and Labor Council, AFL-CIO effective March 1, 1998 through February 28, 2003.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2413
Revision No.: 15
Date of Last Revision: 05/31/2001

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland
Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton
Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.54
Accounting Clerk II	11.20
Accounting Clerk III	12.78
Accounting Clerk IV	15.02
Court Reporter	12.12
Dispatcher, Motor Vehicle	14.25
Document Preparation Clerk	10.91
Duplicating Machine Operator	10.91
Film/Tape Librarian	9.87
General Clerk I	8.40
General Clerk II	9.68
General Clerk III	12.11
General Clerk IV	14.88
Housing Referral Assistant	16.27
Key Entry Operator I	9.15
Key Entry Operator II	11.04
Messenger (Courier)	8.98
Order Clerk I	11.63
Order Clerk II	15.21
Personnel Assistant (Employment) I	11.58
Personnel Assistant (Employment) II	12.99
Personnel Assistant (Employment) III	15.48
Personnel Assistant (Employment) IV	17.23
Production Control Clerk	14.53
Rental Clerk	11.05
Scheduler, Maintenance	11.42
Secretary I	11.42
Secretary II	13.57
Secretary III	16.27
Secretary IV	18.64
Secretary V	20.74

Service Order Dispatcher	11.73
Stenographer I	9.05
Stenographer II	10.55
Supply Technician	18.64
Survey Worker (Interviewer)	11.80
Switchboard Operator-Receptionist	9.68
Test Examiner	13.57
Test Proctor	13.57
Travel Clerk I	9.36
Travel Clerk II	9.98
Travel Clerk III	10.59
Word Processor I	11.56
Word Processor II	13.56
Word Processor III	15.18

Automatic Data Processing Occupations

Computer Data Librarian	10.64
Computer Operator I	11.59
Computer Operator II	13.01
Computer Operator III	15.09
Computer Operator IV	16.94
Computer Operator V	18.76
Computer Programmer I (1)	14.77
Computer Programmer II (1)	17.76
Computer Programmer III (1)	21.46
Computer Programmer IV (1)	23.39
Computer Systems Analyst I (1)	25.19
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.26

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	18.56
Automotive Glass Installer	17.24
Automotive Worker	17.76
Electrician, Automotive	18.45
Mobile Equipment Servicer	16.47
Motor Equipment Metal Mechanic	19.11
Motor Equipment Metal Worker	17.76
Motor Vehicle Mechanic	17.89
Motor Vehicle Mechanic Helper	15.77
Motor Vehicle Upholstery Worker	17.09
Motor Vehicle Wrecker	17.76
Painter, Automotive	18.45
Radiator Repair Specialist	17.76
Tire Repairer	15.45
Transmission Repair Specialist	19.11

Food Preparation and Service Occupations

Baker	10.61
Cook I	9.12
Cook II	9.79
Dishwasher	8.60
Food Service Worker	8.60
Meat Cutter	11.77
Waiter/Waitress	9.13

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	17.91
Furniture Handler	13.81
Furniture Refinisher	17.91
Furniture Refinisher Helper	15.31
Furniture Repairer, Minor	16.59
Upholsterer	17.91

General Services and Support Occupations

Cleaner, Vehicles	8.84
Elevator Operator	8.66
Gardener	11.85
House Keeping Aid I	7.75
House Keeping Aid II	9.19
Janitor	9.20
Laborer, Grounds Maintenance	10.35
Maid or Houseman	7.75
Pest Controller	11.19
Refuse Collector	9.96
Tractor Operator	11.35
Window Cleaner	9.74

Health Occupations

Dental Assistant	12.00
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.20
Licensed Practical Nurse I	11.76
Licensed Practical Nurse II	13.22
Licensed Practical Nurse III	14.81
Medical Assistant	11.19
Medical Laboratory Technician	12.18
Medical Record Clerk	11.52
Medical Record Technician	13.89
Nursing Assistant I	7.28
Nursing Assistant II	8.18
Nursing Assistant III	8.93
Nursing Assistant IV	10.02
Pharmacy Technician	12.50
Phlebotomist	10.02
Registered Nurse I	15.49
Registered Nurse II	18.48
Registered Nurse II, Specialist	18.48

Registered Nurse III	22.27
Registered Nurse III, Anesthetist	22.27
Registered Nurse IV	26.68

Information and Arts Occupations

Audiovisual Librarian	17.63
Exhibits Specialist I	15.89
Exhibits Specialist II	18.71
Exhibits Specialist III	23.09
Illustrator I	16.96
Illustrator II	19.97
Illustrator III	24.64
Librarian	21.18
Library Technician	12.12
Photographer I	13.19
Photographer II	17.85
Photographer III	21.52
Photographer IV	26.56
Photographer V	32.12

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.51
Counter Attendant	7.51
Dry Cleaner	8.58
Finisher, Flatwork, Machine	7.51
Presser, Hand	7.51
Presser, Machine, Drycleaning	7.51
Presser, Machine, Shirts	7.51
Presser, Machine, Wearing Apparel, Laundry	7.51
Sewing Machine Operator	9.34
Tailor	10.53
Washer, Machine	8.30

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	19.50
Tool and Die Maker	21.18

Material Handling and Packing Occupations

Forklift Operator	13.03
Fuel Distribution System Operator	16.66
Material Coordinator	12.64
Material Expediter	12.64
Material Handling Laborer	16.74
Order Filler	12.00
Production Line Worker (Food Processing)	13.41
Shipping Packer	12.35
Shipping/Receiving Clerk	12.35
Stock Clerk (Shelf Stocker; Store Worker II)	13.22
Store Worker I	10.70

Tools and Parts Attendant	13.68
Warehouse Specialist	11.66

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	21.34
Aircraft Mechanic Helper	17.61
Aircraft Quality Control Inspector	22.09
Aircraft Servicer	19.08
Aircraft Worker	19.83
Appliance Mechanic	17.91
Bicycle Repairer	15.45
Cable Splicer	21.34
Carpenter, Maintenance	17.91
Carpet Layer	17.24
Electrician, Maintenance	19.87
Electronics Technician, Maintenance I	17.35
Electronics Technician, Maintenance II	24.10
Electronics Technician, Maintenance III	26.90
Fabric Worker	16.59
Fire Alarm System Mechanic	18.56
Fire Extinguisher Repairer	15.99
Fuel Distribution System Mechanic	18.56
General Maintenance Worker	17.24
Heating, Refrigeration and Air Conditioning Mechanic	18.56
Heavy Equipment Mechanic	18.56
Heavy Equipment Operator	18.56
Instrument Mechanic	18.56
Laborer	10.85
Locksmith	17.91
Machinery Maintenance Mechanic	19.59
Machinist, Maintenance	18.56
Maintenance Trades Helper	15.31
Millwright	20.01
Office Appliance Repairer	17.91
Painter, Aircraft	17.91
Painter, Maintenance	17.91
Pipefitter, Maintenance	19.87
Plumber, Maintenance	17.91
Pneudraulic Systems Mechanic	18.56
Rigger	19.75
Scale Mechanic	17.24
Sheet-Metal Worker, Maintenance	18.56
Small Engine Mechanic	17.24
Telecommunication Mechanic I	18.56
Telecommunication Mechanic II	21.40
Telephone Lineman	18.56
Welder, Combination, Maintenance	18.56
Well Driller	18.56
Woodcraft Worker	18.56

Woodworker	15.99
------------	-------

Miscellaneous Occupations

Animal Caretaker	8.76
Carnival Equipment Operator	10.05
Carnival Equipment Repairer	9.12
Carnival Worker	7.53
Cashier	7.79
Desk Clerk	9.49
Embalmer	18.50
Lifeguard	9.27
Mortician	18.50
Park Attendant (Aide)	11.65
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.75
Recreation Specialist	13.23
Recycling Worker	11.56
Sales Clerk	9.28
School Crossing Guard (Crosswalk Attendant)	7.53
Sport Official	9.27
Survey Party Chief (Chief of Party)	16.54
Surveying Aide	9.39
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.78
Swimming Pool Operator	11.26
Vending Machine Attendant	10.75
Vending Machine Repairer	12.05
Vending Machine Repairer Helper	10.75

Personal Needs Occupations

Child Care Attendant	9.49
Child Care Center Clerk	13.30
Chore Aid	8.07
Homemaker	14.92

Plant and System Operation Occupations

Boiler Tender	21.34
Sewage Plant Operator	17.91
Stationary Engineer	21.80
Ventilation Equipment Tender	16.48
Water Treatment Plant Operator	17.91

Protective Service Occupations

Alarm Monitor	13.61
Corrections Officer	19.94
Court Security Officer	19.94
Detention Officer	19.94
Firefighter	18.84
Guard I	9.30
Guard II	16.31
Police Officer	19.96

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.10
Hatch Tender	15.10
Line Handler	15.10
Stevedore I	14.63
Stevedore II	15.67

Technical Occupations

Air Traffic Control Specialist, Center (2)	27.72
Air Traffic Control Specialist, Station (2)	19.51
Air Traffic Control Specialist, Terminal (2)	21.08
Archeological Technician I	17.14
Archeological Technician II	17.72
Archeological Technician III	19.25
Cartographic Technician	19.97
Civil Engineering Technician	19.25
Computer Based Training (CBT) Specialist/ Instructor	23.28
Drafter I	10.41
Drafter II	11.70
Drafter III	15.89
Drafter IV	19.63
Engineering Technician I	12.33
Engineering Technician II	13.85
Engineering Technician III	16.25
Engineering Technician IV	20.73
Engineering Technician V	24.62
Engineering Technician VI	27.76
Environmental Technician	17.88
Flight Simulator/Instructor (Pilot)	25.78
Graphic Artist	22.44
Instructor	22.44
Laboratory Technician	15.93
Mathematical Technician	19.67
Paralegal/Legal Assistant I	12.50
Paralegal/Legal Assistant II	14.73
Paralegal/Legal Assistant III	16.34
Paralegal/Legal Assistant IV	24.70
Photooptics Technician	19.67
Technical Writer	22.50
Unexploded (UXO) Safety Escort	17.65
Unexploded (UXO) Sweep Personnel	17.65
Unexploded Ordnance (UXO) Technician I	17.65
Unexploded Ordnance (UXO) Technician II	21.35
Unexploded Ordnance (UXO) Technician III	25.59
Weather Observer, Combined Upper Air and Surface Programs (3)	13.85
Weather Observer, Senior (3)	15.56
Weather Observer, Upper Air (3)	13.85

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	13.53
Parking and Lot Attendant	9.26
Shuttle Bus Driver	12.61
Taxi Driver	10.71
Truckdriver, Heavy Truck	16.34
Truckdriver, Light Truck	12.61
Truckdriver, Medium Truck	14.27
Truckdriver, Tractor-Trailer	16.80

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.